

Colorado's Paid Family and Medical Leave Insurance (FAMLI) Program

famli.colorado.gov

January 10, 2024



COLORADO
Family and Medical Leave
Insurance Program (FAMLI)
Department of Labor and Employment





Agenda

- What is FAMLI?
- Self-employed workers
- Employers with Private Plans & Local Governments
- FAMLI & Other Benefits
- A look at the My FAMLI+ portal
- Questions



FAMILY paid leave is here!



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What is FAMLI?

Colorado's Family and Medical Leave Insurance (FAMLI) program ensures Colorado workers have access to paid leave during certain life events.

Colorado's FAMLI program covers most workers, including self-employed individuals and independent contractors.

The FAMLI program is a social insurance program with both employers and employees contributing to the fund that pays out benefits.

The premiums are set to 0.9% (through 2024) of the employee's wage, with 0.45% paid by the employer and 0.45% paid by the employee.

FAMLI participation is **optional** for all self-employed workers



What are the life events that qualify for FAMLI coverage?

- Caring for a new child during the first year after the birth, adoption, or foster care placement of that child.
- Caring for a family member with a serious health condition.
- Caring for your own serious health condition.
- Making arrangements for a family member's military deployment.
- Addressing the immediate safety needs and impact of domestic violence and/or sexual assault.





What is a serious health condition?

The law defines this as illness, injury, impairment, pregnancy, recovery from childbirth, or physical or mental condition that involves inpatient care in a hospital, hospice or residential care facility, or continuing treatment by a health care provider.

How much does FAMLI pay?

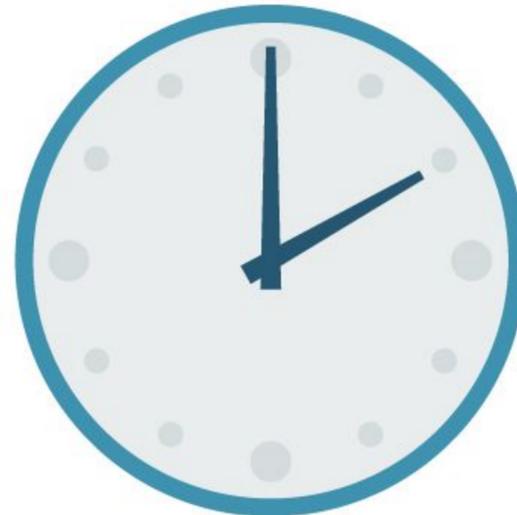
Weekly Wage	Weekly benefit	Maximum annual benefit	Percent of weekly wage
\$500	\$450	\$5,400	90%
\$1,500	\$1,020	\$12,240	68%
\$2,000	\$1,100	\$13,200	55%
\$2,500	\$1,100	\$13,200	44%
\$3,000	\$1,100	\$13,200	37%

Eligible workers can take time off:

- As a single block of time
- On an intermittent basis
- On a reduced schedule



Reduced WORK SCHEDULE



FAMLI and self-employed workers

- Register in [My FAMLI+ Employer](#) as a self-employed worker
- Get instructions for filing wage reports, submitting tax transcripts, and paying premiums
- You can file a claim once you have one calendar quarter of coverage. You can elect retroactive coverage.
- Commit to participating in the program for three years.





Private Plan?

- Don't apply through the FAML I portal!
- Ask your HR department or employer about applying for paid family leave directly with your private plan administrator



Opted-out local government?

- Ask your employer about employer-provided paid family leave options
- You can still voluntarily participate in FAML I
- Check out our [Fact Sheet](#) for employees of Local Governments that opted out

Employer Highlights



- 2023 Employee Headcounts due Jan. 31
- Q4 Premiums due Jan. 31
- Don't forget to add an email point of contact!
- Private Plan refunds for 2023 premiums are underway

Coordination of Benefits



Family and medical leave insurance benefits **cannot be combined** with unemployment insurance payments.



You can agree to use other employer-provided leave to top off payments if there's a signed agreement.

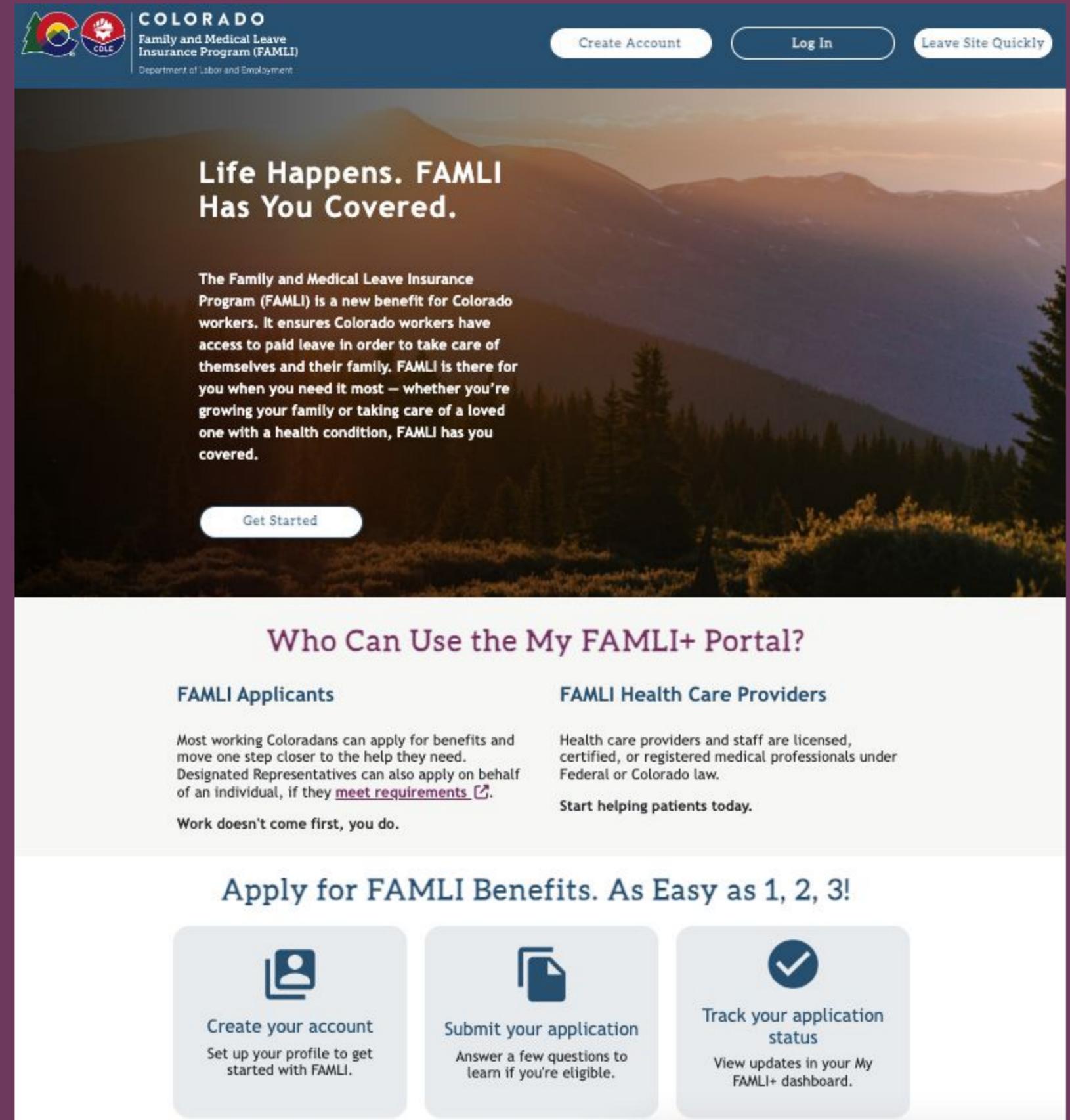


Employers can require employees to use FAML I leave as a condition to receive other benefits that the employer is not legally required to provide that would also cover FAML I circumstances like short-term disability, long-term disability, or paid parental leave.



Apply with My FAMLI+

- Start at famli.colorado.gov
- Create your profile
- Choose the type (and length) of leave
- Enter your typical work schedule
- Get a list of required paperwork
- File your claim
- Check progress



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Create Account Log In Leave Site Quickly

Life Happens. FAMLI Has You Covered.

The Family and Medical Leave Insurance Program (FAMLI) is a new benefit for Colorado workers. It ensures Colorado workers have access to paid leave in order to take care of themselves and their family. FAMLI is there for you when you need it most – whether you're growing your family or taking care of a loved one with a health condition, FAMLI has you covered.

Get Started

Who Can Use the My FAMLI+ Portal?

FAMLI Applicants	FAMLI Health Care Providers
Most working Coloradans can apply for benefits and move one step closer to the help they need. Designated Representatives can also apply on behalf of an individual, if they meet requirements .	Health care providers and staff are licensed, certified, or registered medical professionals under Federal or Colorado law.
Work doesn't come first, you do.	Start helping patients today.

Apply for FAMLI Benefits. As Easy as 1, 2, 3!

- 
Create your account
Set up your profile to get started with FAMLI.
- 
Submit your application
Answer a few questions to learn if you're eligible.
- 
Track your application status
View updates in your My FAMLI+ dashboard.

Claim Filing Overview

Review the steps to complete your claim and select your claim type to learn more about the information and documents you'll need in order to submit.

Steps to File Your Claim

- 1 My Details**
Provide your information to start the claim. If you're submitting on someone else's behalf, answer as if you're them.
- 2 Employment**
Provide your employment information and select the employer(s) you'll need leave from for this claim.
- 3 Leave Details**
Select the type of leave and duration of time you need to take off for this claim. You'll also upload documents to support your reason for taking leave.
- 4 Payment**
Select how you would like to receive your leave payments.
- 5 Review & Submit**
Review the information you provided and submit the claim. Once all required documents are submitted, you'll receive an update within two weeks.

Information About Claim Types

- Parental (Bonding) Leave**
 - Things to know**
 - FAMLI will provide up to 12 weeks of paid leave for Colorado workers to bond with a new child.
 - Leave for birth of a child must be completed within one year of the birth.
 - Leave for placement and care of an adopted or foster child must be completed within one year of the placement.
 - Those who experience pregnancy or childbirth complications may be eligible for up to an additional four weeks, for a total of 16 weeks. If you do experience complications, you will need to file a separate claim and select "Medical and Care Leave" as the leave type in addition to filing a "Bonding Leave" claim.
 - Documents needed**
Documents that show proof of birth, adoption, foster care placement, etc. depending on your need for taking bonding leave.
- Safe Leave (Domestic Violence)**
- Military Family Members (Exigency) Leave**
- Medical and Care Leave**

Cancel

Next

Glossary

- i** "i" icons contain helpful information that you can view by selecting the icon.
- Link** Text with this style are hyperlinks. If you select the hyperlinked text, a new page will open.
- Trash** The trash can icon allows you to remove information next to the icon.
- Field name*** Any "field name" with a red asterisk means the information you're asked to enter is required.
- Save & Exit** If you need to leave, the Save & Exit button will save the progress on your current screen. Your progress is also saved every time you select the Next button.



Reason for Leave

Select the reason why you need to request paid leave. You can only select one option per claim. **i**

- Treating or recovering from my own serious health condition
- Taking care of my loved one who has a serious health condition
- Experiencing a pregnancy-related health condition
- Bonding with a newborn child, recently adopted child, or recently placed child for foster care
- Receiving treatment, legal assistance, or otherwise recovering after being the victim of stalking, domestic violence, sexual assault, or abuse, or assisting a family member in this situation
- My family member's active-duty service or notice of impending call or order to active duty in the armed forces

Claim Nickname

Enter a nickname that will help you remember the leave details of this claim. (Examples: dad's surgery, broken leg, etc.)

Claim nickname*

Start typing here... (25 characters max)

Back

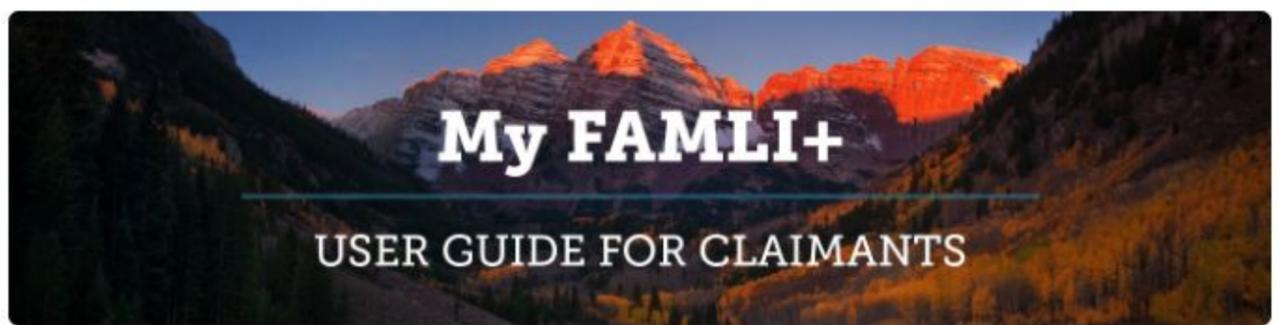
Save & Exit

Next



Don't forget the last step!

If you submit your application for leave in advance, you must let us know that your leave has officially begun!



Getting Started

Welcome to My FAMLI+

Register Your Account with Login.gov

Create a New Claimant Account

Logging In

Filing a Claim

Instructions to start a new claim

Instructions to provide your personal details

Instructions to provide your employment details

Instructions to provide your leave details

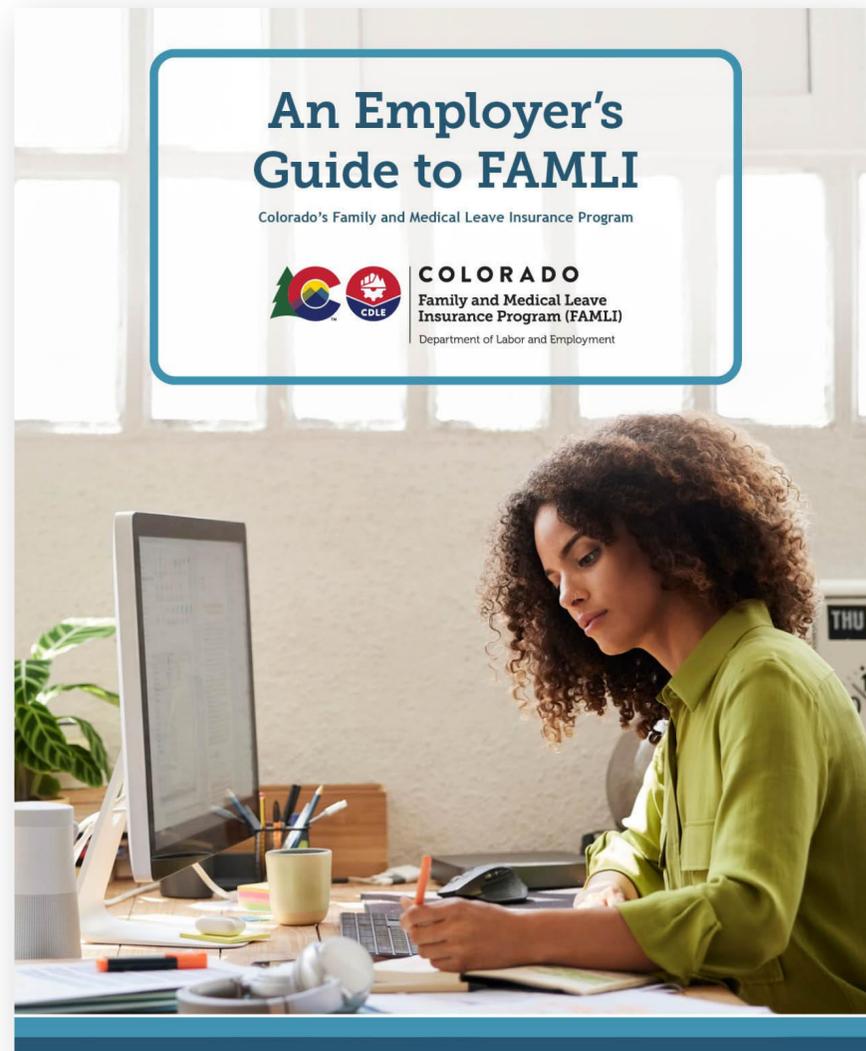
Instructions to provide your payment details

Instructions to review and submit the claim



ADDITIONAL RESOURCES

The FAMLI Toolkit



What is FAMLI?

FAMLI
Provides 12 weeks of paid leave to Colorado workers when life pulls them away from their jobs. Coloradans can apply for FAMLI leave to take time off to:

- ✓ Bond with a new child
- ✓ Care for themselves or a family member with a serious health condition
- ✓ Help manage a loved one's military deployment
- ✓ Keep yourself and your family safe during domestic violence.

Voter-Approved
With 57% voter approval in 2020, FAMLI is a benefit Colorado workers want.

Partial Wage Replacement
When benefits become available in January 2024, approved claimants will receive a benefit payment based on a sliding scale in relation to the State's Average Weekly Wage. To estimate what your FAMLI payments could be, check out our Premiums & Benefits Calculator on famli.colorado.gov.

My FAMLI+
Coloradans will apply for benefits and get paid directly from the State using My FAMLI+, the online portal used to manage FAMLI claims. My FAMLI+ will be live in December 2023 before benefits start in January 2024. Access My FAMLI+ at famli.colorado.gov.

Social Insurance Program
FAMLI is a social insurance program. Both employers and employees contribute premiums to the fund that will begin to pay benefits in 2024.

Premiums
Are 0.9% of the employee's wage.

- 0.45% paid by the employer
- 0.45% paid by the employee
- Payroll deductions began in January 2023

Life Happens. FAMLI Has You Covered.

Learn more at famli.colorado.gov



We want to hear from you!

We want to build a FAMILI program that is fair and meets the needs of both employers and workers.



WEBSITE

famli.colorado.gov



SOCIAL MEDIA

@ColoradoFAMILI



PHONE

1-866-CO-FAMILI
(1-866-263-2654)

Monday - Friday
8 A.M. - 4 P.M.

Questions?

